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SERIAL NO. 09/895,977

DOCKET NO. AUS920010235US1

DATE: January 6, 2006

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Docket No. AUS920010235US1

Serial No. 09/895,977

Atty: MSW / JVL

Applicant: Calderaro, et al.

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Deposit Acct. No. 09-0447

Fees: Amendment Notice of Appeal Appeal Brief Other \$ 0.00

Atty Ref. No. 1029

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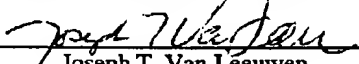
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 Joseph T. Van Leeuwen	1/6/06 Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Organizational Risk Based On Personnel Planning Factors

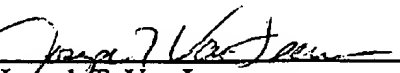
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37 CFR § 1.97 is satisfied by the following:

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Respectfully submitted,

By 
Joseph T. Van Leeuwen
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Atty Ref. No. 1029

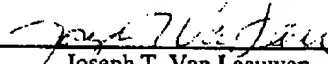
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 Joseph T. Van Leeuwen	<u>1/6/06</u> Date

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Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Organizational Risk Based On Personnel Planning Factors

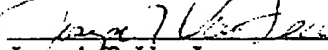
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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§ Group Art Unit: 3623
Calderaro, et. al.	§
Serial No.: 09/895,977	§
Filed: June 29, 2001	§
Title: <u>System and Method for</u>	§ Intellectual Property Law Dept.
<u>Organizational Risk Based On</u>	§ 11400 Burnet Road
<u>Personnel Planning Factors</u>	§ Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231


Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,977Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 3623Atty. Docket No. AUS920010235US1**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT****U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	<u>Date</u>	<u>Name</u>	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
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FOREIGN PATENT DOCUMENTS

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_____	AN				
_____	AO				
_____	AP				

Examiner
Initial**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

_____	AQ	"Oracle seizes the future with retention training," <u>Workforce</u> , 78, 12, 88. Dec. 1999. From DIALOG file 148, 11713011.
_____	AR	McNally, J. Stephen, "Retaining valued employees," <u>Pennsylvania CPA Journal</u> , vol. 71, no. 4, p. 24-28, winter 2000. From DIALOG file 15, 02096148.
_____	AS	

Examiner:

Date Considered:

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